

# Union Calendar No. 320

108TH CONGRESS  
2D SESSION

# H. R. 3751

[Report No. 108–552]

To require that the Office of Personnel Management study and present options under which dental and vision benefits could be made available to Federal employees and retirees and other appropriate classes of individuals.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 30, 2004

Mrs. JO ANN DAVIS of Virginia introduced the following bill; which was referred to the Committee on Government Reform

JUNE 17, 2004

Additional sponsor: Mr. VAN HOLLEN

JUNE 17, 2004

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

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## A BILL

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

### 3 **SECTION 1. REPORTING REQUIREMENT.**

4 (a) ~~IN GENERAL.—Not later than June 30, 2004, the~~  
5 ~~Office of Personnel Management shall submit to Congress~~

1 a report describing and evaluating options whereby dental  
2 and vision benefits could be made available to—

3           (1) Federal employees and retirees;

4           (2) qualified relatives of Federal employees and  
5 retirees; and

6           (3) other appropriate classes of individuals.

7       (b) ~~REQUIRED CONTENT.~~—The report shall in-  
8 clude—

9           (1) a description of the specific benefits that  
10 could be offered, including any relevant maximums;  
11 limitations, exclusions, and definitions;

12           (2) a description of the classes of individuals  
13 who should be made eligible for benefits;

14           (3) a description and assessment of the various  
15 contracting arrangements available to the Govern-  
16 ment, including whether benefits should be con-  
17 tracted for on a regional or national basis;

18           (4) the estimated cost of those benefits, includ-  
19 ing a statement as to whether any regular Govern-  
20 ment contributions or allocation for start-up costs  
21 might be necessary or appropriate;

22           (5) a statement as to how those benefits might  
23 be offered through—

24                   (A) the Federal employees health benefits  
25 program;

1           ~~(B) one or more programs apart from the~~  
 2           Federal employees health benefits program;

3           ~~(C) the program described in subpara-~~  
 4           graph ~~(A)~~ in combination with one or more of  
 5           the programs described in subparagraph ~~(B)~~;  
 6           and

7           ~~(D) any other program or method not oth-~~  
 8           erwise described in this paragraph,

9           as well as the advantages and disadvantages of each;

10          ~~(6) a recommendation from the Office as to its~~  
 11          preferred method or methods for providing such ben-  
 12          efits; and

13          ~~(7) any legislation or other measures the Office~~  
 14          considers necessary in order to implement any of the  
 15          foregoing.

16   **SECTION 1. REPORTING REQUIREMENT.**

17          ~~(a) IN GENERAL.—Not later than 6 months after the~~  
 18          date of the enactment of this Act, the Office of Personnel  
 19          Management shall submit to Congress a report describing  
 20          and evaluating options whereby additional dental, vision,  
 21          and hearing benefits could be made available to—

22                 ~~(1) Federal employees and annuitants;~~

23                 ~~(2) qualified relatives of Federal employees and~~  
 24                 annuitants; and

25                 ~~(3) other appropriate classes of individuals.~~

1       (b) *REQUIRED CONTENT.*—*The report shall include—*

2               (1) *a description of the dental, vision, and hear-*  
3       *ing benefits currently available under the Federal em-*  
4       *ployees health benefits program;*

5               (2) *a description of the supplemental dental, vi-*  
6       *sion, and hearing plans currently offered by carriers*  
7       *participating in the Federal employees health benefits*  
8       *program;*

9               (3) *a description of specific dental, vision, and*  
10       *hearing benefits that could be offered in addition to*  
11       *those described in paragraphs (1) and (2), including*  
12       *any maximums, limitations, exclusions, and defini-*  
13       *tions that might be relevant;*

14              (4) *a description of the specific classes of indi-*  
15       *viduals (as referred to generally in paragraphs (1)*  
16       *through (3) of subsection (a)) to whom those addi-*  
17       *tional benefits should be made available, including*  
18       *any definitions and other terms or conditions that*  
19       *might be relevant;*

20              (5) *a description and assessment of the various*  
21       *contracting arrangements by which the Government*  
22       *could make those additional benefits available, includ-*  
23       *ing whether such benefits should be contracted for on*  
24       *a regional or national basis;*

1           (6) *the estimated cost of those additional benefits,*  
2           *including an analysis relating to whether any regular*  
3           *Government contributions or allocation for start-up*  
4           *costs might be necessary or appropriate;*

5           (7) *a description of how those additional benefits*  
6           *could be made available through—*

7                   (A) *the Federal employees health benefits*  
8                   *program;*

9                   (B) *one or more plans outside the Federal*  
10                  *employees health benefits program, including*  
11                  *supplemental plans referred to in paragraph (2);*

12                  (C) *the program described in subparagraph*  
13                  (A) *in combination with one or more of the*  
14                  *plans described in subparagraph (B); and*

15                  (D) *any other dental, vision, and hearing*  
16                  *coverage delivery method;*

17           (8) *an analysis of the advantages and disadvan-*  
18           *tages associated with the alternatives described under*  
19           *paragraph (7), including—*

20                   (A) *the relative cost-effectiveness and effi-*  
21                   *ciency of each;*

22                   (B) *the likely impact of each alternative on*  
23                   *the overall attractiveness of the Federal employ-*  
24                   *ees health benefits program to individuals eligi-*

1           *ble to enroll, particularly Federal employees and*  
 2           *annuitants; and*

3           *(C) the extent to which each alternative*  
 4           *might affect the relative competitiveness of the*  
 5           *various carriers and plans currently partici-*  
 6           *pating in the Federal employees health benefits*  
 7           *program (including as a provider of supple-*  
 8           *mental benefits);*

9           *(9) a recommendation from the Office as to its*  
 10          *preferred method or methods for providing those addi-*  
 11          *tional benefits; and*

12          *(10) any proposed legislation or other measures*  
 13          *the Office considers necessary in order to implement*  
 14          *any of the foregoing.*

15          *(c) SCREENING FOR GLAUCOMA.—For purposes of this*  
 16          *Act, the term “vision benefits” includes benefits relating to*  
 17          *screening for glaucoma.*

Amend the title so as to read: “A bill to require that the Office of Personnel Management study current practices under which dental, vision, and hearing benefits are made available to Federal employees, annuitants, and other classes of individuals, and to require that the Office also present options and recommendations relating to how additional dental, vision, and hearing benefits could be made so available.”.



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